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ABSTRACT

These four executive summaries report the results of an annual survey of child care centers conducted in Nova Scotia (Canada) from 1990 through 1993. Between 20 and 45 centers participated in the surveys. Centers were questioned about the following: (1) size and location; (2) for-profit or non-profit status; (3) teacher, teacher-directors, and administrator salaries; (4) teacher ages; (5) staff turnover; (6) teacher education level; (7) staff fringe benefits; (8) working conditions; and (9) provisions for sick and special needs children. The 1990 survey also questioned centers about waiting lists, the use of volunteers, and tuition. Results indicated that the average Nova Scotia early childhood teacher is female, between 20 and 29 years old, and has attained a post-secondary certificate or diploma in early childhood education. She works an average of 38 to 39 hours per week, 49 to 50 weeks per year. Salaries range from 5.27 to 7.09 dollars per hour, depending on the for-profit or nonprofit status of the center and the teacher's length of employment. Profiles for average teacher-director and administrative director were similar, except for slightly higher salaries, slightly longer hours, and, for the administrative director, a university degree. Teacher turnover in the centers surveyed was about 30 percent, with most teachers leaving voluntarily. (MDM)

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Where we work:

- Nova Scotia child care centres as workplaces

1990

Child Care Salaries &
Working Conditions Project

CHILD CARE CONNECTION - NS
Suite 100, 1200 Tower Rd, Halifax, N.S. B3H 4K6

Summer 1990

PS 022576

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WHERE WE WORK:
-Nova Scotia child care centres as workplaces

CHILD CARE CONNECTION-NS
Suite 100, 1200 Tower Rd.
Halifax, N.S. B3H 4K6

- The overall goal of the CHILD CARE CONNECTION-NS is to promote professionalism and quality child care in Nova Scotia. By connecting people and resources the CHILD CARE CONNECTION-NS aims to establish a well informed network of child care professionals in Nova Scotia. With a representative Board and staff experienced in various areas of child care and service delivery, the organization is able to offer a resource centre, a bimonthly newsletter, ConnectioNS, meeting space, administrative assistance, use of office equipment, professional development seminars, publicity services, information distribution, research, needs assessment and a toll free number in Nova Scotia.

- The CHILD CARE CONNECTION-NS is a non profit society incorporated under the Societies Act of Nova Scotia. The primary source of funding is through a development grant of the **Child Care Initiatives Fund** of Health and Welfare Canada, Hon. Perrin Beatty , Minister.

The **CHILD CARE CONNECTION-NS**
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is also appreciated .

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Study Description

Background & Goals:

One of the most frequently asked questions at CHILD CARE CONNECTION-NS is " What is the average salary of child care staff?" Staff want to know, administrators want to know as do researchers and the media. Happenings such as a walk out by child care staff leading to operating grants given to non profit society centres for salary enhancement (April 1990) and the systematic look at the Nova Scotia child care delivery system through the establishment of the Minister's Round Table on Day Care (April 1990) have emphasized the need for salary statistics that are current and accurate. Having identified the need for new research to be conducted, the CHILD CARE CONNECTION-NS, with some financial assistance from Canada Employment and Immigration for a survey interviewer, developed its *Salaries and Working Conditions Project.* The project's aims included assessing the current salaries and working conditions of NS child care staff; providing data that could be used as a basis for comparison now and with future research conducted within and outside of Nova Scotia; and gathering job descriptions to use in developing a tool that centres could use in customizing job descriptions. *Where we work :Salaries & Working Conditions Project* deals with the interview data.

Method:

Fifty-five full-day child care centres were asked to participate. These fift -five were chosen on the basis of location in Nova Scotia, size of centre and auspice. Each centre approached received a worksheet and were told that they would be called to set up an appointment for a telephone interview. If they did not want to participate they were asked to call. Ten did not want to participate primarily due to time constraints. Forty five centres agreed to participate(Table 1&2).Télephone interviews with the administrative director of each of the 45 centres were conducted during June and July of 1990. The questionaire that was used was a modified version of the administrators interview used in the National Child Care Staffing Study (1990) .The data was colated and descriptive statistics used in the analyses. Qualitative measures in respect to the program were not used due to time and resource constraints.

TABLE 1: PERCENTAGE SAMPLE BY FULL -DAY CENTRES / REGION SIZE BY LICENSED SPACES

REGION	35+	21 to 34	14 to 20	UNDER 14
Cape Breton	3/9 or 33%	2/7 or 29%	0/6 or 0%	0/0
Central	2/4 or 50%	1/5 or 20%	0/2 or 0%	0/1 or 0%
Dartmouth & Co.	7/22 or 32%	2/14 or 14%	4/13 or 38%	0/1 or 0%
Western shore	1/1 or 100%	0/1 or 0%	0/1 or 0%	0/2 or 0%
Halifax	7/33 or 21%	4/11 or 36%	0/4 or 0%	1/3 or 33%
North shore	3/4 or 75%	0/4 or 0%	0/1 or 0%	0/0
South shore	2/2 or 100%	1/2 or 50%	0/1 or 0%	0/1 or 0%
Valley	4/7 or 57%	0/3 or 0%	1/3 or 33%	0/1 or 0%
Totals	29/82 or 35%	10/47 or 21%	5/31 or 16%	1/9 or 11%

TABLE 2: SAMPLE MAKE UP BY AUSPICE & CENTRE SIZE

CENTRE SIZE	TOTAL ALL	PRIVATE	NON-PROFIT SOCIETY
35 +	29/82 or 35%	13/36 or 36%	16/46 or 35%
21-34 spaces	10/47 or 21%	5/30 or17 %	5/17 or 29%
14 -20 spaces	5/31 or16 %	5/27 or19 %	0/4 or 0%
UNDER 14	1/9 or 11%	1/8 or 12.5%	0/1 or 0%
Totals	45/169 or 27%	24/101 or 24 %	21/68 or 31%

Sample: Centres -

Table 1 describes the sample by full time centres per region. **Table 2** describes the sample by auspice and centre size. **Table 3** gives the average ratios and group sizes of the centres in the sample.

TABLE 3:AVERAGE RATIOS AND GROUP SIZES

AGE GROUP	RATIO-TEACHER TO CHILD	GROUP SIZE
Infants	1 to 4	8
Toddlers	1 to 6	10
Older toddlers	1 to 6	12
Preschool	1 to 7	17
Kindergarten	1 to 7	15
School aged	1 to 9	12

Special needs & sick children:

There were 35 special needs children found in private centres and 138 special needs children found in non-profit centres. Care was provided for mildly sick children (e.g. if the child had the flu) in 14 centres.

Waiting lists:

Waiting lists updated last in June, 1990 in 40 of the centres surveyed totaled about 1604 children on these lists. There were 20 private centres with waiting lists having an average of 38 children on each list. In non-profit society centres, there are 20 centres with waiting lists and an average of about 44 children per list.

Volunteers:

Volunteers were used by 41 out of 45 centres in the sample and these volunteers worked an average of 11 hours per week.

TABLE 5 :SAMPLE BY FULL-TIME STAFF
SAMPLE / ESTIMATED (table 4)

	PRIVATE STAFF	NON-PROFIT SOCIETY STAFF
07 TO 13	1/12 or 8%	0/1.5 or 0%
14 TO 20	9/68 or 13%	0/10 or 0%
21 TO 34	36/120 or 12%	30/68 or 44%
35 TO 55		
56 TO 71	87/256 or 34%	107/392 or 27%
72 TO 83		
84 TO 104		
105 +		
TOTALS:	133/456 or 29%	137/471 or 29%

Sample : Staff -

According to the latest directory of child care centres in NS (1990) there are 169 full-time child care facilities in NS and 187 part-time facilities. (This number includes several locations operated by one operator or organization.) **Table 4** is a break down of full-day centres by size. This was done to determine a multiplier to use in estimating. The multiplier is based on a 1:7 teache-child ratio taking the average of the most plus the least staff required in the range.

Using this estimate of full-time staff, **Table 5** includes 249 teachers and 21 assistant teachers in the sample giving a total of 270 full-time teaching staff. Also included in the sample were 30 Teacher Directors and 28 Administrative Directors.

There were 290 total paid full-time staff, 49 total paid part-time staff and 12 specialists.

Three staff were certified by the Certification Council of Early Childhood Education of Nova Scotia and six staff were in the process of certification .

TABLE 4: ESTIMATE OF NUMBER OF FULL TIME STAFF IN NS FULL-DAY CHILD CARE PROGRAMS

SIZE	PRIVATE CENTRES	NON-PROFIT SOCIETY	STAFF MULTIPLIER	PRIVATE STAFF	NON-PROFIT SOCIETY STAFF
7 TO 12	8	1	1.5	12.0	1.5
14 TO 20	27	4	2.5	67.5	10.0
21 TO 34	30	17	4	120.0	68.0
35 TO 55	28	22	6.5	182.0	143.0
56 TO 71	7	13	9	63.0	117.0
72 TO 83	1	5	11	11.0	55.0
84 TO 104	0	4	13.5	0.0	40.5
105 +	0	2	18	0.0	36.0
TOTALS	101	68		455.5	471
PERCENTAGE OF FULL TIME STAFF:				49%	51%
TOTAL FULL TIME STAFF:		927			

Families served:

There were approximately 1098 total families served by the private centres and 895 total families in the non-profit society centres in the sample. Parents in the sampl payed an average of $82 per week for their infants in a private centre and $78 per week for their infants at a non-profit society centre. For children in any other age group parents payed an average of $84 per week in a private centre and $78 per week in a non-profit society centre.

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Child Care Teacher

refers to persons in charge of a group or classroom of children, often with staff supervisory responsibilities. This includes head or lead teachers.

N=249

Average Child Care Teacher

- The average NS Child Care Teacher is female, between 20 to 29 years old, and has attained a post-secondary certificate or diploma in Early Childhood Education. Her starting hourly salary range is $5.27 to $5.91 in a private centre and $5.66 to $5.87 in a non-profit society centre. She works in a centre located in an independent structure such as a house with four other teachers. She works an average of 38 to 39 hours per week for 49 to 50 weeks per year and has been working in the centre for over 5 years. If she leaves the child care centre she will leave voluntarily. Most likely she will leave for personal reasons and other reasons would be dissatisfaction with pay, maternity leave, a family move or, she found her job too stressful. Problems with her own family's child care arrangements is not considered a reason for leaving voluntarily. It will take less than a week or more than a month to replace her.

- In the centre where she works, the highest paid teacher receives $6.91 if it is a private centre and $7.97 if a non-profit society centre. The lowest paid teacher receives $5.64 in a private centre and $6.41 in a non-profit society centre. Overall, the average paid teacher in a private centre receives $6.26 and in a non-profit society centre the average paid teacher receives $7.09.

RANGES :SALARIES FOR CHILD CARE TEACHERS:

Overall range for teachers:

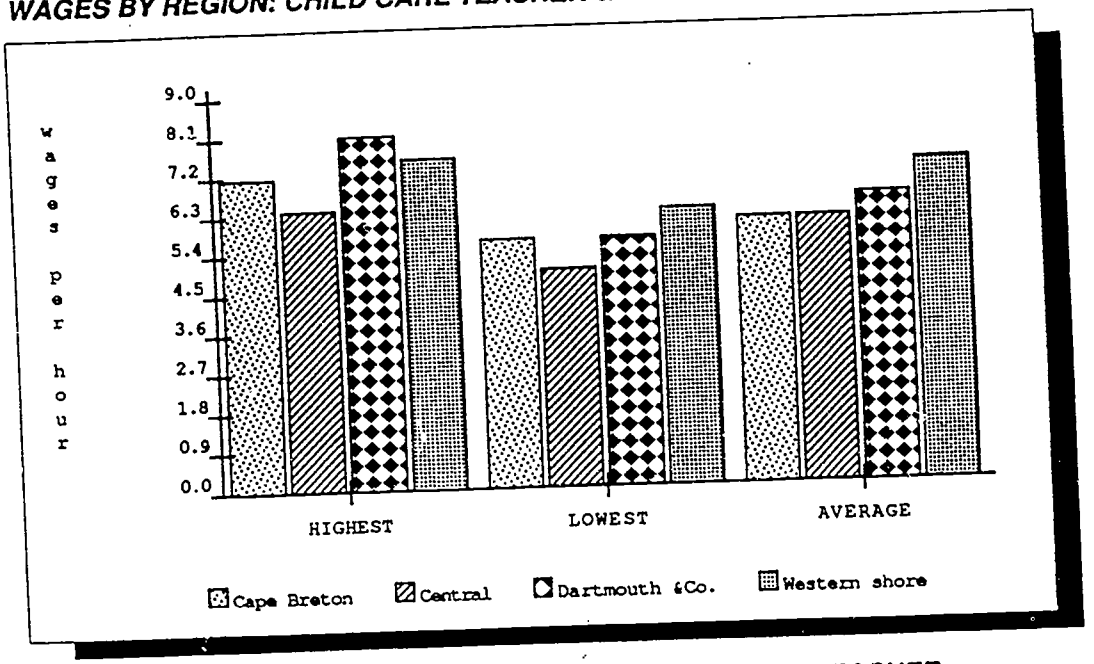
Private centres: $5.00 per hour to $8.00 per hour
Non-Profit society centres: $5.35 per hour to $9.13 per hour

Ranges by centre size:

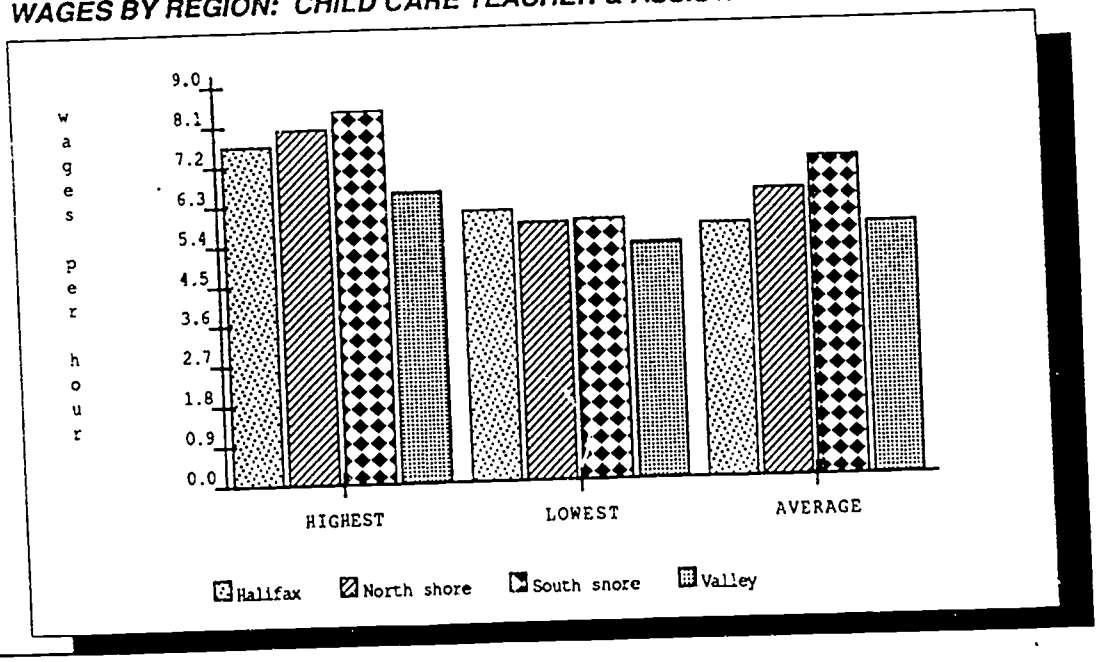
Private centres:
less than 14 spaces N=01: Teachers: $6.25
14 to 21 spaces: N=05: Teachers: $5.17 to $8.00
21 to 34 spaces: N=05: Teachers: $5.00 to $7.15
More than 35 spaces: N=16:Teachers: $5.50 to $7.54

Non-Profit Society centres:
21 to 34 spaces: N=05: Teachers: $7.40 to $8.00
More than 35 spaces: N=13: Teachers: $5.35 to $9.13

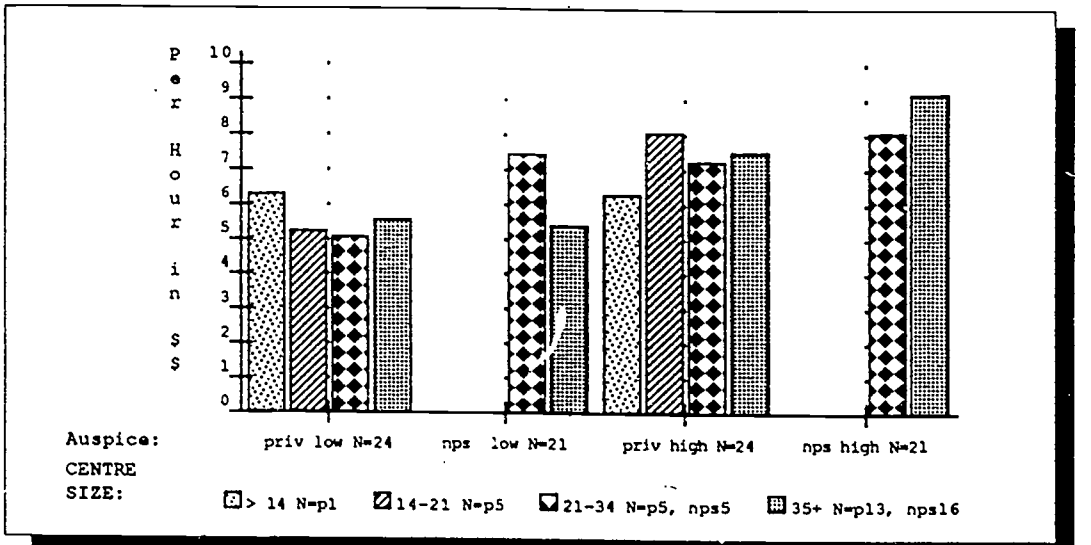
WAGES BY REGION: CHILD CARE TEACHER & ASSISTANT TEACHER



WAGES BY REGION: CHILD CARE TEACHER & ASSISTANT TEACHER



RANGE : CHILD CARE TEACHER SALARY by Centre Size & Auspice



BENEFITS : CHILD CARE TEACHERS

The categories of benefits are outlined in Table 6, which describes the responses by centre size and auspice (P= private centre and NPS= non-profit society centre) in terms of percentage of numbers (N) of centres responding.

TABLE 6: BENEFITS OF CHILD CARE TEACHERS IN SAMPLE (Expressed in % of N)

Centre size	35 +		21-34		14-20	<14	Totals		
No. in sample	N=13	N=16	N=5	N=5	N=5	N=1	N=24	N=21	N=45
Auspice	P	NPS	P	NPS	P	P	P	NPS	ALL
• Reduced child care fees for parent employees	77	19	40	20	40	100	63	19	42
• Educational stipend for workshops, conferences,etc	77	88	80	100	80	100	79	90	84
• Paid maternity/paternity leave	23	19	20	40	20	0	21	24	22
• Unpaid job protected maternity/paternity leave	85	81	60	100	40	100	71	86	78
• Sick leave	85	100	60	80	80	100	79	95	86
• Paid holidays	92	100	60	100	80	100	83	100	89
•Annual paid vacations	92	100	80	100	80	100	88	100	94
• Health coverage	38	75	40	20	0	0	29	62	44
• Dental coverage	31	50	20	20	0	0	21	43	31
• Life insurance	38	31	40	0	0	0	29	24	27
• Pension plan	31	25	20	0	0	0	21	19	20

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TABLE 7: WORKING CONDITIONS FOR CHILD CARE TEACHERS IN SAMPLE (Expressed in % of N)

Centre size:	35+		21-34		14-20	<14	Total		
No in sample:	N=13	N=16	N=5	N=5	N=5	N=1	N=24	N=21	N=45
Auspice:	P	NPS	P	NPS	P	P	P	NPS	ALL
• Paid breaks	62	94	100	40	80	100	75	80	78
• Paid lunch	54	81	80	80	40	0	54	81	67
• Paid preparation/planning time	46	63	80	60	60	100	58	62	60
• Payment for attendance at staff meetings	46	50	60	100	20	0	42	62	51
• Payment for attendance at inservice/on-site training	46	50	40	0	0	100	38	38	38
• Paid release time for off-site training, workshops, etc	54	56	80.	40	60	100	63	52	61
• Written job description	77	81	60	80	40	100	67	81	74
• Formal grievance procedure	38	69	20	40	40	0	33	62	47
• Written contract	8	31	40	60	0	0	13	38	25
• Written salary scale	31	56	40	100	40	100	38	67	52
• Yearly cost of living increase in wages	85	81	60	60	60	100	75	76	75
• Periodic increases in wages	62	44	40	40	40	0	50	43	47
• Compensation (either financial or time off) for overtime	100	81	20	100	20	100	67	86	76

WORKING CONDITIONS : CC TEACHERS

The working conditions of the full time child care teachers are described in Table 7. The questionaire asked about the 13 working conditions outlined in the table. Table 7 describes the responses by centre size and auspice (P= private, NPS= non-profit society), in terms of percentage of numbers (N) of centres responding.

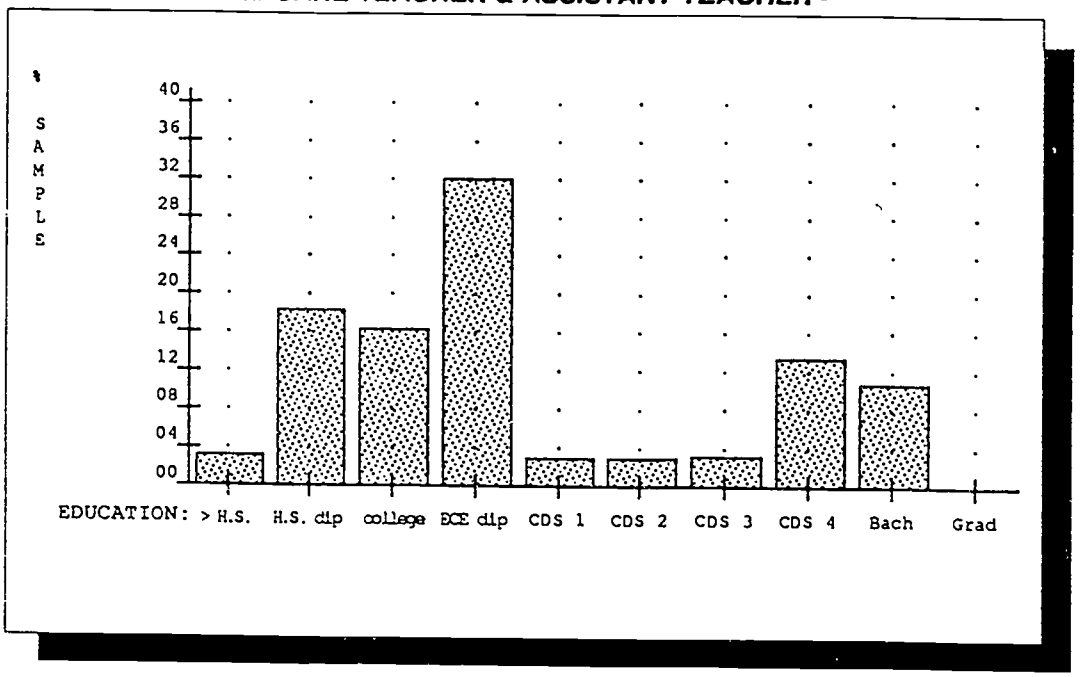
TURNOVER: CHILD CARE TEACHERS

- In the centres surveyed, there was an average turnover rate of 31% in the last twelve months. The turnover rate for centres with over 35 spaces was 31% and for centres with 21 to 34 spaces it was 29%. Twenty-seven percent (27%) of the centres rehired in less than a week and 20% hired in more than a month. In rehiring, 48% hired a person with about the same qualifications and 33% hired much more qualified staff.

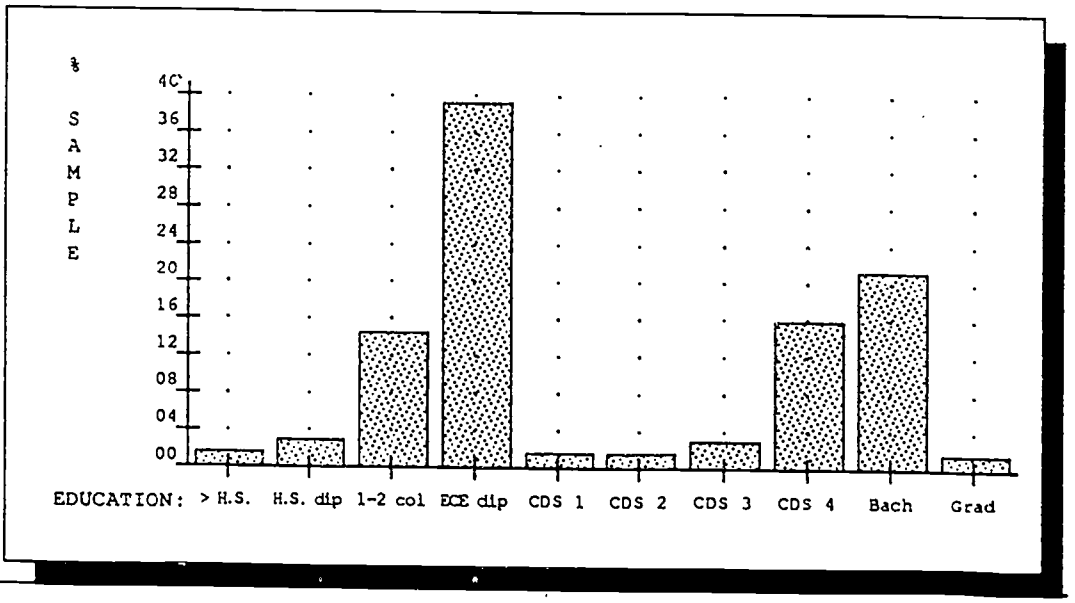
- Seventy-five percent (75%) of those leaving the centres left voluntarily and 20% were fired or dismissed for inadequate performance. Eighteen percent (18%) of the teachers left for personal reasons; 16% for dissatisfaction with pay; 13% for maternity leave; 12% for a family move and 11% found the job too stressful.

- In relation to turnover, 51% of centres interviewed reported that retaining staff was not a problem and 53% reported that securing training resources was not a problem.
 Major problems reported were finding substitutes (44%) and finding trained staff (38%). In filling teacher vacancies, 27% reported it as a major problem; 29% a problem but not major; and 31% not a problem.

EDUCATION : CHILD CARE TEACHER & ASSISTANT TEACHER -



EDUCATION: C C TEACHER-DIRECTOR & ADMINISTRATIVE-DIRECTOR



Child Care Teacher-Director

refers to a person with both teaching and administrative duties.

N=30

Average CC Teacher-Director

- The Average NS Teacher-Director is female, has attained a post-secondary diploma in Early Childhood Education and is the only teacher-director in her centre. She works in a centre that is an independent structure such as a house and has been working there for over five years. She works an average of 41.3 hours per week for 49.9 weeks per year in a private centre and 38.4 hours per week for 51.2 weeks per year in a non-profit society centre. Her starting hourly salary range was $8.75 to $9.27 in a private centre and $8.62 in a non-profit society centre. If she leaves the centre, she will leave voluntarily for another job unrelated to Early Childhood Education, or she found the job too stressful, or she had a conflict with her co-workers.

- The average high wage for a teacher-director in a private centre was $9.06 and in a non-profit society centre was $8.84. Overall the average wage for a teacher-director in a private centre was $9.01 and in a non-profit society centre was $8.82.

RANGES : SALARIES FOR TEACHER-DIRECTORS:

Overall ranges for Teacher-Directors:

Private centres: $7.50 per hour to $10.75 per hour
Non-Profit society centres: $7.00 per hour to $17.00 per hour

Ranges by centre size:

Private centres:
less than 14 spaces N=01: Teacher- Directors: $7.69
21-34 spaces: N=05: Teacher-Directors: $10.10 to $10.74
More than 35 spaces: N=16:Teacher-Directors: $7.50 to $10.75

Non-Profit Society centres:
21-34 spaces: N=05: Teacher-Directors: $8.21
More than 35 spaces: N=13: Teacher-Directors: $7.00 to $17.00

Child Care Administrative Director

refers to persons who have administrative responsibilities only.

N=28

Average CC Administrative Director

- The Average Nova Scotia Child Care Administrator Director is female,has attained a post secondary certificate or diploma in Early Childhood Education , and is also likely to have some type of university bachelor's degree. She has been working at the centre for over five years. She is the only administrative director and works an average of 34.8 hours per week for 51.3 weeks of the year in a private centre and 41.5 hours per week for 51.7 weeks per year in a non profit society centre. Her average wage in a private centre is $9.42 and in a non profit society is $11.29. Of the 31% of administrative directors who left in the past 12 months, half left because they were fired or dismissed for inadequate performance. The other half left voluntarily because her family moved, for other personal reasons,or she was disatisified with the pay or the job was too stressful. It took more than a month to replace her.

- The average starting salary of administrrative directors was $10.24. The highest paid administrative director in the sample in a private centre received $14.42 , and in a non -profit society centre received $17.28. The lowest paid received $6.75 in a private centre and $8.50 in a non-profit society centre.

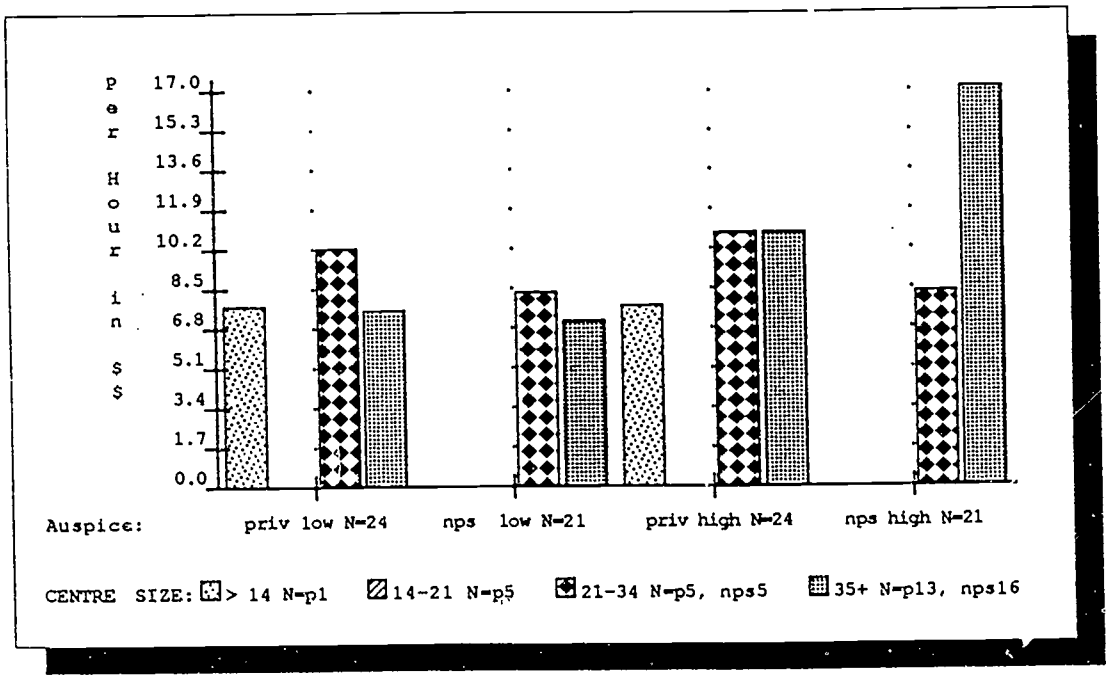
RANGES :SALARIES OF CC ADMINISTRATIVE DIRECTORS

Overall Ranges for Admistrators:
Private centres: $5.75 per hour to $14.42 per hour
Non Profit Society centres: $8.50 per hour to $17.28 per hour

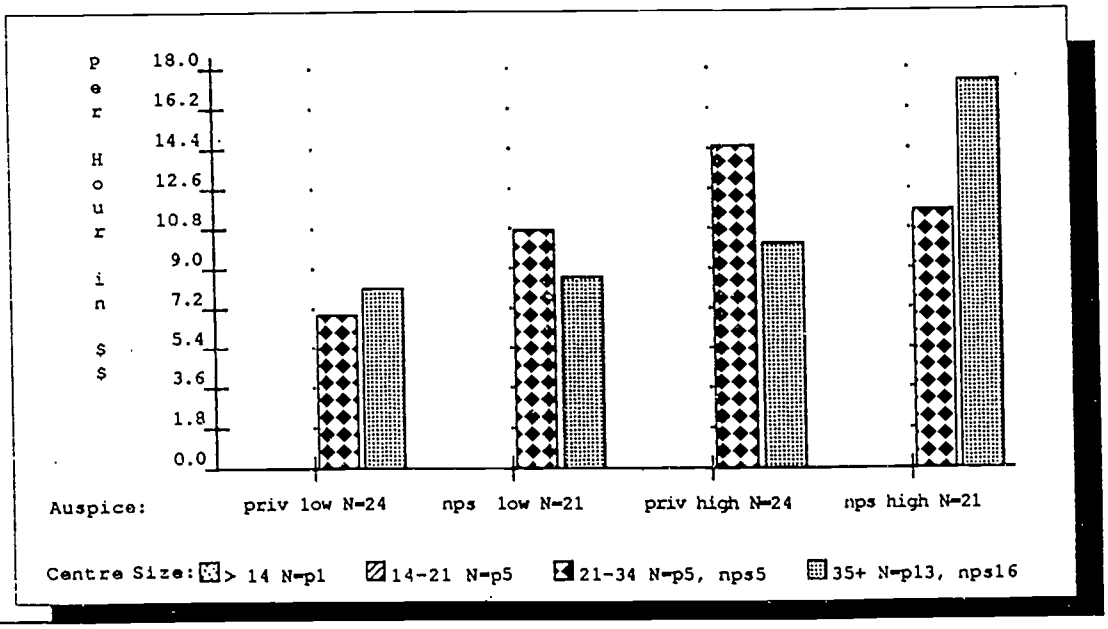
Ranges by centre size:
Private centres:
14 to 21 spaces: N=5: Administrators: $6.75
21-34 spaces: N=5: Administrators: $10.58 to $14.42
More than 35 spaces: N=16: Administrators: $8.00 to $10.00

Non Profit Society centres:
21-34 spaces: N=5: Administrators: $10.60 to $11.54
More than 35 spaces: N=13: Administrators: $8.50 to $17.28

WAGES: CHILD CARE TEACHER-DIRECTOR -



WAGES: CHILD CARE ADMINISTRATIVE DIRECTOR



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Where We Work:
NS Child Care Centres as Workplaces

CHILD CARE CONNECTION-NS
November 1991
•Executive Summary•

Suite 100, 1200 Tower Rd.
Halifax, N.S.
B3H 4K6

902-423-8199

Where We Work, 1991

CHILD CARE CONNECTION-NS

November 1991

•Executive Summary•

The Centres:

Of the 32 full day child care centres that were surveyed:

34 % were centres having 35 or less licensed spaces,
66% had more than 35 spaces;
44% were incorporated as a non profit society,
56% were incorporated as a private business;
38% were located within metro Bedford/Dartmouth/Halifax area,
62% were located outside the metro area.
97% of the centres took care of mildly sick children
88 % had children with special needs in their centres.

The average parent fee in the centres surveyed was $81.77 per week for preschool children (2 to 5 Years) or $4252 per year .

Definitions:

- ***Teacher*** refers to persons in charge of a group or classroom of children, often with staff supervisory responsibilities. This category includes head or lead teachers.
- ***Teacher director*** refers to a person with both teaching and administrative duties.
- ***Administrative director*** refers to persons who have administrative responsibilities only.

Wages:

Overall, the average wage of teachers in the 32 centres surveyed was $7.11 per hour. She worked an average of 40 hours per week for 47.5 weeks of the year. Average salary could be estimated at $7.11 times 40 times 47.5 giving $13,500 per year. The range of wages was between $4.00 and $13.75 per hour.

The average wage of teacher directors was $9.15, approximately $17,400 annually; and administrative directors was $12.33 or approximately $23,500 per year.

Ages:

Eight per cent (8%) were under 20 years of age, thirty seven percent(37%) of the teachers were between the ages of 20 and 24; Twenty six percent (26%) between 25 and 29; 25% between 30 and 39 and 4% over 40.

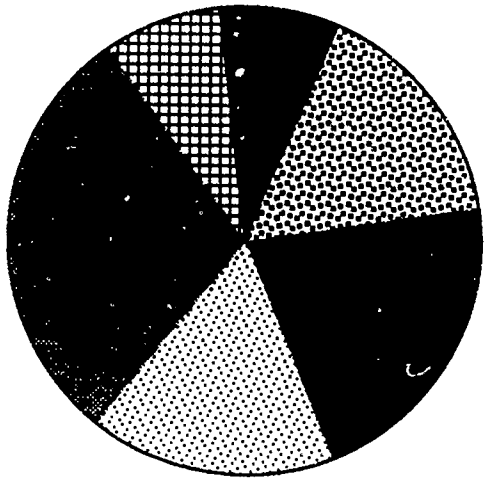
Turnover:

Fifty Nine percent (59%) of the centres surveyed had an average turnover rate of 42% with a low of 6.25% and a high of 250%. The median , 25% may be a better estimate in this case with 50 % of these data being between 14% and 46%. Forty one percent (41%) of the centres surveyed reported not having any staff turnover.

Education:

In the survey 49% of the teachers had post secondary training specializing in Early Childhood, ranging from a one year certificate to a Bachelor of Child Studies. The following pie chart puts the percentages results into a visual format:

TEACHER EDUCATION N=155



LESS THAN HIGH SCHOOL	6.5%
HIGH SCHOOL DIP	16.1%
1 YR CERTIFICATE	21.3%
2 YR DIPLOMA	16.8%
3 YR DIPLOMA	29.7%
BACHELOR OF CHILD STUDY	7.7%
MASTERS	1.9%

Benefits:

50% provided reduced child care fees for parent employees
66% provided educational stipends to cover workshops etc
09% had paid maternity leave
53% had unpaid job protected maternity leave
75% had sick leave
88% had paid holidays averaging 10 days per year
84% had paid vacations averaging 10 days per year
31% had health coverage
19% had dental coverage
31% had life insurance
09% had a pension plan.

Working conditions:

53% had paid breaks
69% had paid lunch
63% had paid planning time
34% were paid for attending staff meetings
31% were paid for on site inservice training
38% had paid release time for off site training and inservice
56% had written job descriptions
41% had a formal grievance procedure
13% had a written contract
25% had a written salary schedule
56% had yearly cost of living increase in wages
41% had periodic merit increases in wages
63% had compensation, either time off or financial for overtime.

Comparisons:

The sample is small (n=32),in breaking the sample into smaller samples the comparisons are affected. With respect to the teacher's wages, a student t test was performed with the three comparisons, size, incorporation and location. In each of the three comparisons, a difference was found at a significance level of 0.05. The following table summarizes the comparisons of teachers wages and other aspects:

Table No 1:
Comparisons by size, incorporation & location, 1991
Key:
≤ 35 =centres having 35 or less spaces;**>35**= centres having more than 35 ;
NPS= Non profit society; **PRI**= privately incorporated;
M= metro; **O**=outside metro;

Comparisons	Size		Incorporation		Location	
Wages:	≤ 35	> 35	NPS	PRI	M	O
Teacher:						
Average	6.45	7.46	7.95	6.46	7.66	6.79
High	8.50	13.75	13.75	9.48	13.75	10.05
Low	4.00	4.50	4.50	4.00	4.50	4.00
Teacher director	7.33	9.76	9.92	8.39	9.18	9.13
Administrative director	10.00	12.54	12.83	9.48	13.11	11.55
Hours per week worked	39.9	39.8	39.	40	40	39
Weeks per year worked	44	49	49.	46	48.5	47
Parent fee for preschooler	78.75	83.35	79.50	83.54	83.54	80.70
No. of families using centres	355.	925.	655.	625.	301	979
Wait List	27	592	427	192	245	374
Full time staff	28	168	109	87	79	117
Part time staff	11	33	22	22	12	32
Number of centres	**11**	**21**	**14**	**18**	**12**	**20**

Table No 2:
Comparisons of hourly wages, Where We Work 1990 and 1991
Salaries of Teacher, Teacher dir[illegible]or, and Administrative director

Average Wage	Teacher		Teacher director		Administrative director	
Comparisons	1990	1991	1990	1991	1990	1991
35 spaces or less	6.68	6.45	9.18	7.33	10.58	10.00
More than 35 spaces	6.39	7.46	9.23	9.76	10.58	12.54
Non Profit Society	6.66	7.95	9.29	9.92	11.38	12.83
Private	6.29	6.46	9.13	8.39	9.67	9.48
Metro	6.53	7.66	9.16	9.18	10.81	13.11
Outside metro	6.32	6.79	9.30	9.13	10.37	11.55

4./ CHILD CARE CONNECTION-NS/ *Where we Work, 1991*



1992-Where We Work:
NS Child Care Centres as Workplaces

CHILD CARE CONNECTION-NS

September 1992

·Executive Summary·

Suite 100, 1200 Tower Rd.
Halifax, N.S.
B3H 4K6

902-423-8199

Where We Work, 1992

CHILD CARE CONNECTION-NS

September 1992

·Executive Summary·

The Centres:

Of the 20 full day child care centres that were surveyed:

40 % were centres having 35 or less licensed spaces, (9%of all NS full day centres having 35 or under);

60% had more than 35 spaces(18% of NS full day centres with over 35 spaces);

50% were incorporated as a non profit society,(16% of all NS NPS full day NPS centres;

50% were incorporated as a private business, (11% of all NS full day private centres);

55% were located within metro Dartmouth/Halifax area, (18% of all NS urban full day centres);

45% were located outside the metro area, (10% of all NS non-urban full day centres);

The average parent fee in the centres surveyed was $90.19 per week for preschool children (2 to 5 Years) or $4,690 per year (based on 52 weeks), a 10% increase over 1991 parent fees of $,4252 per year.

Definitions:

- ***Teacher*** refers to persons in charge of a group or classroom of children, often with staff supervisory responsibilities. This category includes head or lead teachers.
- ***Teacher director*** refers to a person with both teaching and administrative duties.
- ***Administrative director*** refers to persons who have administrative responsibilities only.

Wages:

Overall, the average wage of teachers in the 20 centres surveyed was $7.50 per hour. She worked an average of 38.6 hours per week for 50 weeks of the year. Average salary was derived by calculating each centre's average teacher salary by the number of hours per week times the number of weeks worked per year. An average was taken of these calculations giving $14,421.50 per annum. The range of wages was between $5.75 and $10.71 per hour.

The average wage of teacher directors and administrators was not always reported, with 65% of those who responded giving average wages for teacher directors and 50% for administrative directors. The averages of those reporting were$10.04 for teacher directors and $14.06 for administrative directors.

Ages:

Three per cent (3%) were under 20 years of age, Twenty-eight percent(28%) of the teachers were between the ages of 20 and 24; Forty percent (40%) between 25 and 29; 16% between 30 and 39 and 9% over 40.

Turnover:

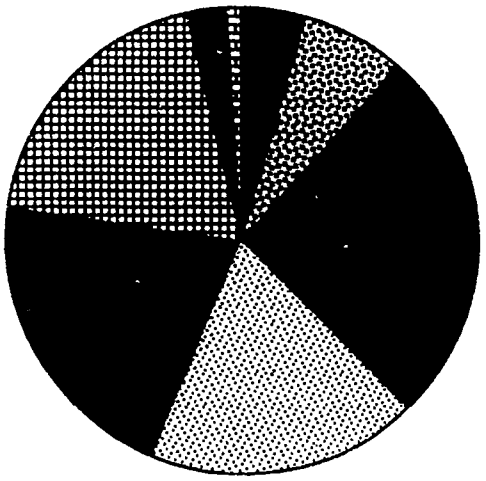
For the twenty centres surveyed, the average turnover rate was 39%. The range being from 0% to 200 %, the median, 26% is a better measure of the turnover rate. This percentage is also reflected in the 38/148 staff, or 26% who were reported as leaving.

Thirty nine percent (39%) of those who left, left voluntarily with the primary reason being maternity leave(73%), next another child care job in another centre (46%) and conflict with co-workers, dissatisfaction with pay, benefits, and working conditions being third (33%). Other reasons for leaving were laid off because of low enrollment (18%), fired or dismissed (10%) and laid off for reasons other than enrollment (7%).

Education:

In the survey 85% of the teachers had post secondary training specializing in Early Childhood, ranging from a one year certificate to a Bachelor of Child Studies. The following pie chart puts the percentages results into a visual format:

TEACHER EDUCATION N=115



LESS THAN HIGH SCHOOL	4.4%
GED OR HIGH SCHOOL	7.0%
1 YEAR CERTIFICATE	26.3%
2 YEAR DIPLOMA	18.4%
3 YEAR DIPLOMA	21.1%
BACHELOR OF CHILD STUDY	19.3%
DOCTORATE	2.6%
OTHER DEGREE	0.9%

Benefits:

Of the 20 centres responding to the survey-

52% provided reduced child care fees for parent employees
68% provided educational stipends to cover workshops etc
21% had paid maternity leave
63% had unpaid job protected maternity leave
78% had sick leave
19% had paid holidays averaging 9 days per year
94% had paid vacations averaging 13 days per year
57% had health coverage
36% had dental coverage
42% had life insurance
15% had a pension plan.

Working conditions:

Of the 20 centres which responded to the questionnaire-

75% had paid breaks
50% had paid lunch
40% had paid planning time
45% were paid for attending staff meetings
35% were paid for on site inservice training
50% had paid release time for off site training and inservice
80% had written job descriptions
50% had a formal grievance procedure
15% had a written contract
40% had a written salary schedule
55% had yearly cost of living increase in wages
40% had periodic merit increases in wages
80% had compensation, either time off or financial for overtime.

Comparisons:

In breaking the sample (n=20) into smaller samples comparisons are affected by the sizes. Caution is therefore recommended regarding the use of these data.

In an effort to provide some order to the information gathered, three comparisons are made, grouping the sample by size, method of incorporation and location. Table No.1 summarizes these groupings as regards 1992 wages and other centre aspects. In addition, using these same groupings, Table No. 2 compares the wages of teachers, teacher directors, and administrative directors using data from *Where We Work, NS Child Care Centres as Workplaces,* for the years 1990, 1991 and 1992.

Table No 1:
Comparisons by size, incorporation & location, 1992

	Size		Incorporation		Location	
Comparison	**≤ 35**	**>35**	**NPS**	**Private**	**Urban**	**Non-Urban**
Wages: Teacher	$6.74	$8.01	$8.52	$6.49	$7.45	$7.56
Teacher- Director	$9.29	N/R	$11.26	$8.99	$10.45	$9.69
Admin- Director	N/R	$13.91	$15.14	N/R	N/R	$13.20
Hours per week worked	40	38	37.5	40	39	38
Weeks worked per year	50	50	50.3	49.7	51	48.7
No. of User Families	184	629	596	217	441	372
Wait List	93	535	551	77	405	223
Full time staff	24	111	95	40	79	56
Part time staff	3	7	5	5	5	5
Number of centres	8	12	10	10	11	9

Key:
N/R = Not Reported
NPS = Non Profit Society Centre
≤ 35 =centres having 35 or less spaces
> 35 = centres having more than 35

Table No 2:
Comparisons of *Where We Work* 1990 , 1991 & 1992
Salaries of Teacher, Teacher director, and Administrative director

Average Wage	Teacher			Teacher-Director			Administrative-Director		
Comparison	1990	1991	1992	1990	1991	1992	1990	1991	1992
35 Spaces or less	$6.68	$6.45	$6.74	$9.18	$7.33	$9.29	$10.58	$10.00	N/R
More than 3 5 Spaces	$6.39	$7.46	$8.01	$9.23	$9.76	$10.37	$10.58	$12.54	13.91
Non-Profit Society	$6.66	$7.95	$8.52	$9.29	$9.92	$11.26	$11.38	$12.83	15.14
Private	$6.29	$6.46	$6.49	$9.13	$8.39	$8.99	$9.67	$9.48	N/R
Urban	$6.53	$7 66	$7.46	$9.16	$9.18	$10.45	$10.81	$13.11	15.35
Non-Urban	$6.32	$6.79	$7.56	$9.30	$9.13	$9.69	$10.37	$11.55	13.20



Where We Work, 1993

Nova Scotia Child Care Centres as Workplaces

CHILD CARE CONNECTION-NS

February 1994(surveyed Sept .1993-Dec .1993)

PS 022576



CHILD CARE CONNECTION - .N.S
Suite 100, 1200 Tower Road
Halifax, Nova Scotia
B3H 4K6

Where We Work, 1993

CHILD CARE CONNECTION-NS

February 1994

·Executive Summary·

The Centres:

Of the 23 full day child care centres that were surveyed:

48 % were centres having 35 or less licensed spaces, (55%of all NS full day centres have 35 spaces or less);

52% had more than 35 spaces (45% of NS full day centres have over 35 spaces);

48% were incorporated as a non profit society, (42% of all NS NPS full day are NPS centres);

52% were incorporated as a private business, (58% of all NS full day are private centres);

43% were located within metro Dartmouth/Halifax area, (43% of all NS full day centres are urban);

57% were located outside the metro area, (57% of all NS full day centres are non-urban);

The average parent fee in the centres surveyed was $92.85 per week for preschool children (2 to 5 Years) or $4828 per year (based on 52 weeks), a 3% increase over 1992 parent fees of $4690 per year.

Definitions:

- ***Teacher*** refers to persons in charge of a group or classroom of children, often with staff supervisory responsibilities. This category includes head or lead teachers.
- ***Teacher director*** refers to a person with both teaching and administrative duties.
- ***Administrative director*** refers to persons who have administrative responsibilities only.

Wages:

Overall, the average wage of teachers in the 23 centres surveyed was $7.76 per hour. She worked an average of 39 hours per week for 49 weeks of the year. Average salary was derived by calculating each centre's average teacher salary by the number of hours per week times the number of weeks worked per year. An average was taken of these calculations giving $14,955 per annum, a 3.7% increase over 1992's average annual salary of $14,421.50. The range for wages was between $5.15 and $12.35 per hour.

The average wage of teacher directors and administrators was not always reported, with 57% of those who responded giving average wages for teacher directors and 43% for administrative directors. The averages of those reporting were$9.19, a 4% drop over the $10.04 of 1992, for teacher directors, and $13.34, also a 4% drop over $14.06 of 1992, for administrative directors.

Ages, Turnover, Education, Benefits & Working Conditions-

Figures for these aspects of child care work were not conclusive due to the small response to the survey. In a last effort to put together some information as an obligation to those who had spent time in reporting to the survey, the survey was shortened to two pages, eliminating some of these aspects.

Comparisons:

In breaking the sample (n=23) into smaller samples comparisons are affected by the sizes. Caution is therefore recommended regarding the use of these data.

In an effort to provide some order to the information gathered, three comparisons are made, grouping the sample by size, method of incorporation and location. In each grouping, the proportion of one in the grouping to the other was similar to the proportion each was of all the full day licensed centres in Nova Scotia. Table No.1 summarizes these groupings as regards 1993 wages and other centre aspects. In addition, using these same groupings, Table No. 2 compares the wages of teachers,using data from *Where We Work, NS Child Care Centres as Workplaces,* for the years 1990, 1991 ,1992 and 1993.

Table No 1: *Comparisons by size, incorporation & location, 1993*

	Size		Incorporation		Location	
Comparison	**≤ 35**	**>35**	**NPS**	**Private**	**Urban**	**Non-Urban**
Wages: Teacher	$6.44	$8.45	$7.50	$6.79	$8.61	$6.39
Low wage-Teacher	$5.00	$5.15	$5.00	$12.35	$5.00	$5.25
High wage-Teacher	$10.00	$12.35	$12.35	$10.00	$12.35	$10.50
Hours per week worked	33	38	33	36.5	40	33
Weeks worked per year	46	52	49	47	51	47
Annual salary	$11,179	$16,673	$14,107	$12,003	$17,151	$10,956
Fee/day/PS child	$18.74	$18.56	$17.48	$19.40	$19.53	$17 83
Average spaces	21	67	43	33	58	33
% full day centres in NS	53%	47%	42%	58%	42%	58%
Number of centres in sample	12/22	10/22	8/19	11/19	13/23	10/23

Key:
NPS = Non Profit Society Centre
≤ 35 =centres having 35 or less spaces
> 35 = centres having more than 35

Table No 2:*Comparisons of Where We Work 1990 , 1991 , 1992 & 1993*

Average Wage	**Teacher**			
Comparison	**1990**	**1991**	**1992**	**1993**
35 Spaces or less	$6.68	$6.45	$6.74	$6.44
More than 35 Spaces	$6.39	$7.46	$8.01	$8.54
Non-Profit Society	$6.66	$7.95	$8.52	$7.50
Private	$6.29	$6.46	$6.49	$6.79
Urban	$6.53	$7.66	$7.46	$8.61
Non-Urban	$6.32	$6.79	$7.56	$6.39